



DEPARTMENT OF THE ARMY
500TH MILITARY INTELLIGENCE BRIGADE
SCHOFIELD BARRACKS, HI 96857

REPLY TO
ATTENTION OF

IAPD-CDR

16 June 2006

MEMORANDUM FOR Members of the 500th Military Intelligence Brigade

SUBJECT: Consideration of Others Policy Letter

1. Reference memorandum, INSCOM, IAPE-EO, 23 May 2002, subject: INSCOM Policy Letter #4, Consideration of Others.

2. Policy.

a. The 500th MI Brigade's Consideration of Others Program is based upon guidance referenced above. The objective of the program is to emphasize respect for and between Soldiers and civilians regardless of race, gender, religion, or national/ethnic heritage, and to enable them to clearly understand the linkage between their actions towards others and our ability to accomplish our mission. This process positively impacts individual and team performance by building trust and cohesion and works to prevent unlawful discrimination and harassment. Under no circumstances will the Brigade tolerate any form of harassment, profanity, verbal abuse, prejudice, discrimination, or any other type of offensive behavior in the workplace. Behavior that offends others is incompatible with mission success. Consideration of Others is more than a policy stating that we will not tolerate racial, sexual, or religious harassment or discrimination; it is a philosophy that is integral to the fundamental characteristics we require of Army leaders and is based on common courtesy, decency, and sensitivity to the feelings and needs of others.

b. I hold each officer, Soldier, and civilian accountable for making Consideration of Others a 500th MI Brigade value. Those with leadership responsibility will model appropriate behavior and enforce the policies on discrimination and sexual harassment. Everyone must take responsibility for creating an organizational environment in which people treat one another with "Dignity and Respect".

3. Training Requirements.

a. The 500th MI Brigade's Consideration of Others Program will continue to be driven from the top down. My intent is to create a work environment that ensures maximum Soldier and civilian performance and readiness while encouraging and taking advantage of the diversity which permeates the unit.

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b. Training will be conducted on a quarterly basis without a time requirement. Two of the quarters will be devoted to Prevention of Sexual Harassment training, while the other two quarters will cover any human relations issue(s). All Soldiers and DA civilian personnel will participate. My goal is to train at least 90% of our personnel each quarter.

4. Resources. The Brigade will maintain a sufficient number of certified facilitators at all times. These facilitators will attend a 4-day certification course of instruction. The Brigade Equal Opportunity Advisor will keep me informed of the effectiveness of our program.

On Point in the Pacific!

A handwritten signature in dark ink, appearing to read 'H R Grove', with a horizontal line drawn underneath the letters.

STEVEN R. GROVE
COL, MI
Commanding